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"AN INJURY TO ONE IS AN INJURY TO ALL"

UCAPAWA News

VOL. II—NO. 10 JANUARY 15, 1942

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LABOR OUTLAWS STRIKES

TISA GIVES BLOOD to the Red Cross. Tisa, former Lieutenant in the Spanish Loyalist Army, heads the Tobacco Workers Organizing Committee of UCAPAWA in the Philadelphia area where 17,000 cigar and tobacco workers are being organized. Before taking this job, Tisa was business agent of the Cambell Soup, Consolidated Cigar and Knox Local 80, in the Camden, N. J. With Tisa is Edward Green (standing), UCAPAWA International Representative.

Murray: CIO Leads Battle For Victory

Washington, Jan. 1.—CIO President Murray in his New Year's message emphasized the leading part which the CIO will continue to play "for the welfare of labor and of the nation."

Murray called particular attention to the CIO's important campaign to get American industry rolling in full production for victory over Fascism when he said "more important than merely preventing strikes are our constructive proposals to get at the real causes of lagging defense production and to make possible the maximum output."

Here is the CIO President's New Year message in full:

VICTORY IS MAIN TASK

The Congress of Industrial Organizations, like every other group of patriotic Americans, will dedicate all its efforts in the coming year to the main task of winning victory over Hitler and his Axis partners. We recognize that we are fighting not only for the defense of our country but also for the very life of the labor drive to suppress all democratic institutions.

CIO IN FOREFRONT

The five million men and women who make up the Congress of Industrial Organizations are proud to be in the forefront of our national effort. Large numbers of them are now in the armed forces, and most of them have members of their families who are or soon will be thus enlisted. The CIO members in civilian life are employed mostly in the basic and defense industries, performing the most important work of industrial production upon which our fighting forces depend.

NO STRIKES

The CIO in 1942 expects to continue to take the lead in all constructive efforts for the welfare of labor and the nation, for all-out production and for speedy and complete victory.

We are pledged to a no-strike policy for the duration of the war; and expect to maintain uninterrupted production by the most effective means possible, namely through the voluntary and democratic processes of collective bargaining.

SPEED PRODUCTION

But more important than merely preventing strikes are our constructive proposals to get at the real causes of lagging defense production and to make possible the maximum output. We have proposed the Industry Council Plan as the most simple and effective method of bringing about close labor-industry-government cooperation to achieve increased production, through careful planning on an inndustry-wide basis, through full utilization of all existing facilities, and through timely expansion wherever necessary. It is also designed to prepare well in advance to cope with post-war dislocations.

CIO OFFERS BRAINS

While working for general adoption of this plan, we shall continue to seek application of its

(Continued on Page 3)

NO STRIKE TERMS

Washington. — At a conference of labor and management in which six CIO representatives took part the following agreement was made:

1. There shall be no strikes or lockouts.

2. All disputes shall be settled by peaceful means.

3. The President shall set up a proper War Labor Board to handle these disputes.

"I accept without reservation," President Roosevelt wrote the conference, "your covenants that there shall be no strikes or lockouts and all disputes shall be settled by peaceful means. I shall proceed [illegible] faith that no group in our national life will take undue advantage while we are faced by common enemies."

Employer delegates to the conference attempted unsuccessfully to get a promise that the War Labor Board would not handle union shop disputes.

Supreme Court Decides For Lorillard Workers

Middletown, Ohio—Decision of the Supreme Court handed down early this month that P. Lorillard Co., big tobacco concern, must negotiate in good faith with Local 55 has brought tremendous joy and enthusiasm to workers in this plant.

The mood has spread contagiously to other Locals in the area who see this as a great CIO victory.

HISTORIC STRUGGLE

President Henderson hailed Local 55 members as "staunch trade unionists who have written a chapter in UCAPAWA history marked by courage and persistence which would be hard to beat."

Over five years ago, in 1937 Lorillard workers, mostly women, were forced to work at the point of State militia bayonets after they had voluntarily gone back into the plant following a 31-day strike. The workers had consented to return pending an NLRB decision.

CO. FAILED TO BARGAIN

The Labor Board, on October 30, 1939, upheld the local's contention that cut and dried correspondance from New York City did not constitute collective bargaining and further that a cross check of cards, even without the company's consent, was a proper basis for deciding the collective bargaining agency.

The Company fought the NLRB decision up to the Supreme Court of the United States.

BIG CELEBRATION

Celebration of the victory was held at a Local 55 Pie Supper to raise money for Defense Bonds.

Both John Sopocy and Ed Nix, UCAPAWA International Representatives, said they had never seen a more inspired Local Union meeting.

After an opening prayer for courage to carry on their just fight, the happy workers heard their President, R. L. Bailey, declare that they "had not fought five years in vain." That now at last they would have their right to bargain as free American trade unionists.

Lorillard workers, among the lowest paid in the area, have received no wage increase while at other plants one or more increases have been won over the past few years.

REMEMBER PEARL HARBOR

The daughter of Financial Secretary, E. P. Murphy sang: "Remember Pearl Harbor" and "America I Love You." These songs were particularly moving because Miss Murphy's brother, a member of the Navy was in Pearl Harbor at the time of the bombing.

Speakers from a number of other unions, including Brother Dane, UMW District 50 Organizer and former Lorillard worker, congratulated Local 55 on the magnificent way it had held together for over five years in spite of continual reverses in its efforts to bargain.

SEEK CONTRACT

Word has been sent to P. Lorillard in New York City that Local 55 expects conferences to be scheduled at an early date in Middletown, Ohio at which time the Local intends to negotiate a contract.

ALL TOGETHER NOW!

New Headquarters

The International Office of UCAPAWA has been moved to 166 West Jackson Blvd., Chicago.

"In our new quarters," said Secy.-Treas. Harold Lane, "we have twice again as much space as in the old offices in the Engineering Building. At the rate at which UCAPAWA is growing we had to have more room or burst the four walls.

"We decided that the best policy would be to move into bigger quarters."

Campbell Soup Plan Spurs Bond Buying

Camden, N. J.—Already 28 percent of the workers at Campbell's Soup plant here have subscribed to the voluntary payroll allotment plan to buy defense bonds.

"Campbell Soup Co. in operating this plan for buying defense bonds is doing a real service in the job of licking Hitler," said Donald Henderson, UCAPAWA President. "I urge all locals to arrange with their managements to install similar plans, so that our membership will have the op-

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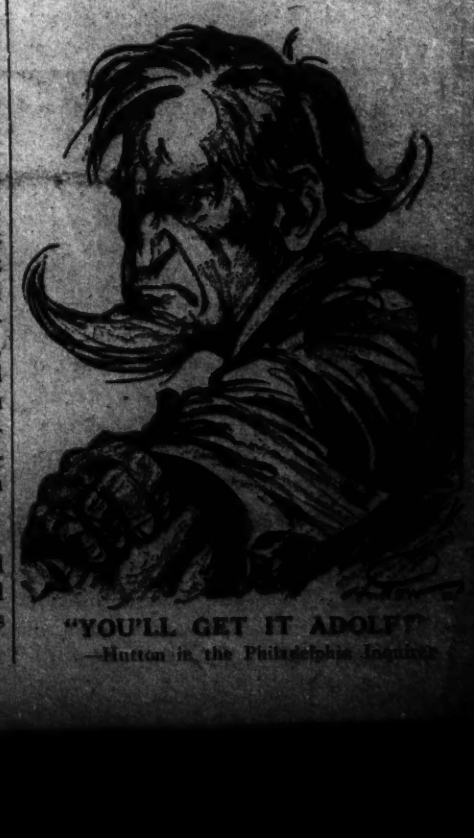


"YOU'LL GET IT ADOLF!"
—Hutton in the Philadelphia Inquirer

Filipino Members Seek Full Part in the War

Vincent Rosal, Executive Board member of Cannery Workers Union Local 7 in Seattle, submits the following article to the UCAPAWA membership explaining the role of Filipino people in the United States in our National Defense. A large part of the Local 7 membership is of Filipino origin.

Since the beginning of World War II Filipinos in the United States have demonstrated time and again their loyalty to the preservation of that cause for which the democracies of the world are now fighting.

They responded en masse to the call to the colors by crowding local draft boards with the comforting hope that sooner or later they will be contributing physically to the attainment of victory over the international gangsterism.

WOULD ENLIST

Sixty thousand Filipinos scattered all over the United States whose ages range from 25 to 45 years are wishfully waiting for a chance to take a crack at the Axis powers.

These brown brothers are told to wait for further orders by Army and Navy recruiting stations.

They are, however, found in several places of employment which are working on national defense, directly or indirectly.

WORK ON SHIPS

The Filipino community in Seattle and elsewhere on the Pacific Coast have several hundred members working in the coast's shipyards, including Bethlehem in San Francisco.

United States Transport Service ships and others plying the submarine-infested oceans are crowded with Filipino deck hands, stewards and other seamen.

PICK FRUIT

Filipinos are part of the army of farm hands which stretches like a long string from the verdant valleys of Yakima all along the coast to the borders of Mexico.

The famous apples of Washington and the sunkist oranges of California depend on the touch from the fingers of the Filipino farm hand, small but quick to beat Jack Frost to the draw.

CAN SALMON

The Pacific Northwest supplies the salmon of the world. The salmon industry is a 60 million dollar defense project.

UCAPAWA members need hardly be reminded that many salmon cannery unions have as large as 90 per cent Filipino membership.

Local 7 has declared its willingness to run the canneries this coming season regardless.

Negotiations are to be made, of course, as regards ways and means of running to suit the present demand.

The problem which is confronting salmon cannery unions is to know whether it is necessary to withdraw some of our members who are now actively doing defense work, or whether they should stay where they are and open our locals to fresh rookies in salmon canning.

NAVEA ASKS RECOGNITION

President Navea of Local 7 has made a point to contact the Seattle recruiting stations of the Army, Navy and Home Patrol, to start the ball rolling to get Filipino people included as a part of these groups.

Names of union members are filed in the office of Local 7 Secretary Josue, to be submitted at a moment's notice.

WHOLE COMMUNITY WORKS

The Seattle Filipino community presided over by Mr. Pio de Cano bond and is trying to boost the bond up to $10,000.

Filipino wives are organizing themselves into a Red Cross Auxiliary. Our women are determined to prove their worth.

It is the hope of Filipinos throughout the entire United States that the time is not far distant when they shall be able to avenge the treachery of the Japanese at Pearl Harbor and the dastardly act of attacking the open city of Manila.

LEADER of Local 647, ers Union in N. Y., in his Cigar and Tobacco Work- World War I uniform. Pres. Ettore C. Modesti reports a 100% loyal membership of Italian-Americans who believe that their boss might show a little patriotism by ceasing to fight the union.

Local 273 Unites Many Nationalities

Statement of Rafael Garcia, President of the United Cigar Workers Union, Local 273, New York City. Many of the members of Local 273 are of Spanish-speaking Cuban origin.

Since I was elected President of the United Cigar Workers Union, Local 273 of New York City, I have imposed upon myself, in conjunction with the Executive Board, the task of uniting all the Democratic characteristics of the many nationalities in our Local.

ALL FOR DEMOCRACY

As soon as the world forces have been delineated as Democratic and anti-Democratic, without any exceptions, as far as I know, every member of my Local has manifested himself in solid agreement with the Democratic principles carried out by this country with our President, Franklin Delano Roosevelt, at the head.

UNITED LOCAL

With pride we will say that, more so, since the United States has been forced into this world conflict, we have not had a single dissention in carrying out any proposal giving strength to our ultimate goal, which is understood by the whole membership to be complete victory of the Democratic principles all over the world.

Valdes Loves U. S. A.

"As Cuban American and a lover of this country as my own, and conscious of the rightfulness of our cause in this war against Fascist agression," states Armando Valdes, Acting Secretary, Local 273, New York City, "I'm 100% in favor of our government's foreign policy, and willing to serve in whatever capacity I am needed by my adopted country."

Italian-American Members for Democracy

Statement of Ettore C. Modesti, President Local 647, Cigar and Tobacco Workers Union, New York City. The membership of this Local is almost wholly Italian-American. Brother Modesti, World War veteran, is now serving as a volunteer in the Home Guard.

We are proud to be Americans. Yes we are!

In the Palumbo Cigar Co. where I work there are quite a number of veterans who served in the World War No. 1.

We left our families behind and went to France to fight for freedom and for democracy.

We are still behind the President of the United States of America and doing the best we can for democracy.

We are willing to buy bonds or stamps to help our country to fire the last shot but how can we if our bosses do not permit us to live half way decent on our pay.

At the present we are organizing ourselves to better our conditions, and because of this 31 workers were discharged for five weeks at the peak of the season when the Palumbo Cigar Co. were in need of more production.

Our case is now in the hands of the National Labor Relations Board which we are sure will decide in our favor, for back pay and the right to join a union.

Build Denver Spanish-Speaking Local 218

Victorious strikers of Friedman's Local 218, are settling down to regular union work. At the recent meeting, officers were elected for the coming year.

Gene Chavez, former president of the local and Chairman of the strike committee was reelected to office as head of the union. Gene is one of the most active union members who proved his metal during the strike.

BIG JOB AHEAD

Well, Gene doesn't have to serve on the picket line now. He has a more important job, a task of leading the local through the stormy path ahead.

Bob Salazar was elected to the vice-presidency of the union. Bob is a well-liked in the local as a staunch union man as well as a decent guy. Bob, too, received his "badge of courage" during the strike for he also felt the lash of the police.

FED STRIKERS

As Secretary, the membership voted in Eleanor Casados. All the members know Eleanor as Chairwoman of the Relief Committee during the strike. Without Eleanor's unceasing efforts the strike could not have been as successful. No strikers went hungry and we have Eleanor here to thank for that.

Simon Montez, Treasurer of the Strike Fund, is now the Treasurer of the Local. During the strike, the boss offered Simon a 10c wage increase if he would return to work.

Simon flatly told the boss to jump in the lake.

Simon is the best "book-balancer" we have. Every time he adds up the finances of the Local he comes out with a few cents to the good.

TO PITCH INTO DUES

Dues Secretary is Louis Anaye, former picket captain during the strike. Louis is one of the fastest talkers in the plant (along with Gene). It was Louis Anaye who was responsible for the success of the mass picket on Saturday Nov. 15. Louis knows how to handle a job and we know he will do a swell job of seeing to it that the dues of the Local are kept up.

At the same time, a "Little UWOC" was set up. Friedman workers have formed an organizing committee of their own. Raring to go, the Friedman "organizers" expect to swing into action next week.

SOLIDARITY IN NEW YORK LOCALS

New York City—"The different nationalities that are members of the six UCAPAWA Locals in greater New York, such as Irish-Americans, Porto Ricans, Cuban-Americans, and Italian-Americans are taking their places in the common struggle for democracy," reports Vice-President Armando Ramirez.

"Some of these Locals are already buying bonds and defense stamps.

"Workers of local 273 have decided to contribute a day's work for the Russian and Allied Medical Relief."

Ramirez pointed out that "This is further proof of the unity of the workers all over the world in the stuggle until final victory of the foces of democracy over the forces of reaction."

Ex-Strikers Register

San Francisco.—Tortilla industry strikers, all back at work pending final settlement of the issues which caused the strike last month, are registering 100% for Civilian Defense.

Festivities for Families and Kids in Elwood

By Louise Gardner Journalist

Elwood, Indiana—Each year at the end of pack the members of Local 32 [illegible] have a party for families.

This year the party was in the form of "Family Night."

Each member brought goodies to eat and the tables were bountiful with many good things.

TAKE A BOW, LANE

The "high-light" of the evening was the speech by Harold J. Lane, International Secretary-Treasurer. It was one of the best speeches ever delivered to our body and certainly was enjoyed by all.

Then an old-fashioned "Hoe Down" square dance was enjoyed the remainder of the evening. Brother Lane wanted to know what a "Hoe Down" was. We think he now knows.

BIG XMAS TREE

On Dec. 23 we gave a lovely Christmas program, with a very large tree, beautifully decorated, standing in the center of the hall.

Doris Vest as Santa was most convincing to the children.

Two hundred bags of candy and fruits were given to the children. The party ended with a lovely Christmas play and singing of carols.

Soon it will be time for our next monthly Family Night.

Thanks for Photos

UCAPAWA NEWS acknowledges with gratitude the pictures which Mr. Bundy of the Newspaper Guild took for Local 218 in Denver, Colorado, during their strike.

USA Needs Foreign Born

President Roosevelt:

Washington. — The Government has spoken out against discrimination in defense industries on grounds of race, creed, color or national origin.

Uncle Sam needs the work and loyalty of all Americans, whether their skins are white, yellow or black, and regardless of whether their names are Italian, German, Mexican, or of any other "foreign" origin.

Posters quoting President Roosevelt's order against discrimination are being put up in some 12,000 defense industry plants throughout the United States.

The President said:

". . . I do hereby reaffirm the policy of the United States that there shall be no discrimination in the employment of workers in defense industries or government because of race, creed, color, or national origin, and I do hereby declare that it is the duty of employers and labor organizations, in furtherance of said policy and of this order, to provide for the full and equitable participation of all workers in defense industries, without discrimination because of race, creed, color or national origin . . ."

Atty-General Biddle:

Washington,—(FP)—Discharge of non-citizens by private employers was denounced here by Attorney-General Francis Biddle as "a most effective way to create disunity."

UNFAIR DISCHARGES

Biddle said he was sorry to report that "numerous instances" have come to the attention of the Department of Justice of employers discharging workers because of "suspicions" and because they have "foreign sounding names."

"I should like to remind such employers that of our total non-citizen population of about 5,000,000, fewer than 3,000—six out of 10,000—have been regarded as dangerous to the peace and safety of the U. S. Those have been taken into custody by the federal authorities.

"FOREIGNERS" DIE FOR USA

"I should also like to point out to these employers that many of the 'foreigners' they have discharged now have sons serving in our army and navy. Among those who died fighting off the treacherous attacks upon Manila and Pearl Harbor were men named Wagner and Petersen and Monzo and Rossini and Mueller and Rasmussen."

Biddle declared that "no more short-sighted, wasteful or un-American policy could possibly be adopted at this time than that of barring noncitizens from legitimate private employment."

FRUIT AND VEGETABLE PROCESSING

Union Shop at Spratts Dog Food

Newark, N. J.—New contract between Local 88 and Spratts Dog Food Co. includes good gains for the workers in the plant, according to International Vice-President Ramirez who assisted in negotiations.

Chief gains, reports Ramirez, are union shop, check-off provision, a general 5c per hour increase, five holidays with pay, one week's vacation with pay and two weeks pay for conscripts in the army.

Members of the Local 88 Committee which negotiated the contract are Julius Colucci, James Bivagua, M. Innunziato, T. Andioria, A De Vito, and Estelle Colucci.

UCAPAWA people appreciate the help extended to them by the CIO Regional office through Brother Samuel Macri, Sr., who was present at all the conferences with the management.

2 to 1 For UCAPAWA

New York City.—Workers at Hy-Grade Food Products voted 22 to 10 for UCAPAWA.

Immediately after the election negotiations started on the contract, with Vice-President Ramirez assisting the Local Negotiating Committee.

FLASH!

Another victory for Spanish-speaking workers here was chalked up when Zerobnick workers voted UCAPAWA in an NLRB election Jan. 5. Vote was 16 to 5.

BEUTEL GIRLS ON CIO COUNCIL

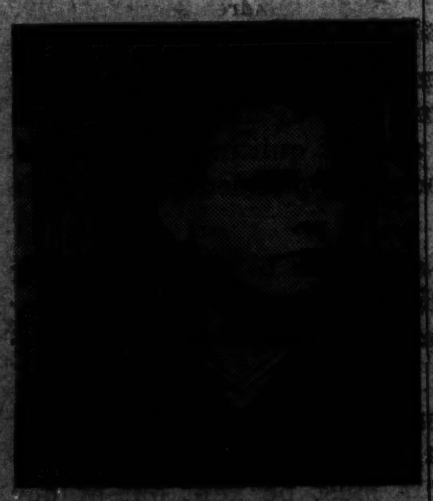
By Estella Tews, Record. Secy.

Bay City, Mich.—Arnette Sinikey, newly appointed Local 79 Press Agent, has been elected Trustee of the Bay City Industrial Union Council.

Helen Weber is the other Local 79 delegate to the Council.

Bob Clark, Intl. Rep., recently attended our meeting to start preparations for negotiating our contract which expires soon.

This will be our third contract with Beutel Pickling and Canning Co.



PRESIDENT of MARSHALL CANNING, Local 102, Sugar Land, Texas, Alfred Goerlitz helped negotiate the recent contract which brought many improvements, including 5c raise.

LOTS OF FUN at the Local 194 Christmas Party

Throw Party for Kids; Members Sign for Bonds

By Jim Dimitrius, Press Agent.

Chicago.—Celebrating the signing of a new contract and Christmas, Local 194 of Campbell's Soup gave a party to which all members and their friends were invited to bring their children and have a good time.

Chase and Sanborn members, as well as the Local 1 membership also took part.

Besides having Santa Claus entertain them, the children sang Christmas carols and then rocked in the isles with laughter at the antics of our clown.

Many prizes and refreshments were given away.

The faces of the children and grown-ups in the pictures which I took tell better than words that everyone was happy.

SOUP WORKERS REGISTER

Chicago.—Local 194 (Campbell's Soup and Chase & Sanborn) is collecting money for the Red Cross drive for $50,000,000 for war relief. The membership also is now virtually 100 per cent signed up for Civilian Defense.

LETTUCE LOCAL BACKS DEFENSE

By Ben Rushack, Member, Local 18.

Salinas, California.—The membership of UCAPAWA Local 18 has gone on record to support to the fullest extent the war effort against Axis powers.

The members of the Union who are not available for immediate military service are enlisting for the civilian defense program.

Brother Orville James, formerly with the San Diego Fire Department, who was recently appointed as International Representative for the Salinas area, has volunteered his services to the Salinas Fire Department.

Brother James has served with the United States Navy and was honorably discharged in 1934. He held first class gun-pointer and expert rifleman ratings while serving in the Navy.

By Jim Dimitrius, Press Agent.

Chicago.—Motto of Local 194, Campbell's Soup, is More Bonds for a Greater Victory.

After the membership went on record for buying as many Defense Bonds as possible, the Local Union conferred with company officials as to the best method that could be used to help the employes carry out this resolution.

COMPANY INSTALLS PLAN

The company came out with a plan whereby the employes may buy Bonds by having the company deduct a certain amount from their weekly earnings.

Local 194 is glad to see the company come out with this program and has endorsed it 100 per cent.

We are urging all employes whether they are members of the union or not to subscribe for as much as possible so that our country may achieve Victory as soon as possible.

ORVILLE JAMES, Intl. Rep. has volunteered his services to the Salinas Fire Department. James has served in the U. S. Navy and in the San Diego Fire Dept.

Knox Union Label Pact Insures Production

By Edward Green International Representative

Camden, N. J.—Amidst pledges of continued satisfactory relationships, a contract has just been signed with the management of Charles B. Knox Jell Company by its employees who are members of UCAPAWA.

Mr. Paul Kind represented the management and the union was represented by Mary Wood, David Shapley and Intl. Rep. John Tisa.

16% WAGE INCREASE

New terms of this contract, which was a renewal of one signed over a year ago, by Local 80, UCAPAWA, included substantial wage increases of over 16 percent for all employees in the plant. New rates compared with old rates are as follows:

	Old	New
Mixers Helper	55c	67c per hr.
Mixer	72c	84c per hr.
Shipper	72c	84c per hr.
Maint'nce Man	72c	84c per hr.
Women Empl.	44c	53½ per hr.
Floor Women	49c	58½ per hr.
Watchman	35c	43c per hr.

New male and female employees will receive 62c and 48½c respectively during the first month of employment, after which time they will automatically be raised to the rating that the job calls for.

HOLIDAY PAY

Thanksgiving Day will now be included in the schedule of paid holidays which previously included Christmas, New Years, 4th of July and Labor Day.

The UCAPAWA Union Label will now be on all the products of this company as a result of this contract.

A highlight of this contract is the fact that adequate measures are being taken to assure a steady stream of food during the period of the national emergency. It was made clear that due to the urgency of supplying American armed forces it might be necessary to work on holidays listed as pay days.

Mr. Paul Kind, who represented the management, agreed that in the event such holiday work was necessary, it would be compensated for at double time.

GOOD RELATIONS WITH CO.

In informal discussion after the signing of the contract by the contracting parties, Mr. John Tisa, Intl. Rep., declared that "the open-minded and cooperative attitude of the Knox-Jell Corporation in dealings with its employees is a landmark in the field of collective bargaining.

"Through the orderly procedures, Local 80, UCAPAWA, has been able to win wage increases, seniority, job security and a perfect functioning grievance procedure in the plant."

FOOD FOR THE WAR

"We want Knox-Jell Company to understand that our unions consider the present war, as much a battle on the food production line, as it is on the tanks, planes and bombs assembly line.

"We are offering our full and complete support to the President of the United States and give our solemn promise to produce as much as is humanly possible, to the end that our country will once and for all smash the ugly shadow of Fascism from the face of the earth."

LOU FOR CIO AT HEINZ

This is the story of Louie McLopp,
Who worked many years in a non-union shop.
He got no vacations, and very small pay,
But Louie had dreams he'd do better some day.

The boss always said he was loyal in his work,
'Cause Louie had no time for unions—the jerk!
The wages were meager, and benefits few,
Louie would labor—to the boss he was true.

Then came a drepression, and Louie was fired
After many long years. They kept the kids they just hired
His long years of serving meant naught to the boss,
When Lou told his wife, she was thrown for a loss.

But with the defense program Louie found toil
In a place they canned fruit. (He heard the same oil)
"If you're faithful to us, we'll reward you, be sure,
'Cause a faithful employee with us will endure."

But Louie remembered those years on the street
When his children were hungry with nothing to eat.
When he had to go begging for city relief
And he heard from his wife a long tale of grief.

Then some of the boys through a union would do
Lots of good for the workers, and Lou thought so too.
So they started a union to get better pay,
But the boss soon found out and sent stooges one day

To say to the men "that a union was fine,
One hundred per cent they should go down the line;
But from outside influence, keep OUR union free.
If you need some advice, you can get it from me."

So a company union was formed on the spot,
But the workers found out that they still hadn't got
Better wages, security, or vacations with pay.
At death the company union sent flowers right away.

And after awhile Lou got tired of it all,
Of working too hard for wages too small,
So he went to the workers, and said: "We all know
conditions are terrible. Let's join the C. I. O."

So they signed applications and soon they were set
To talk to the boss, on that you can bet.
They got their advice from men just like they,
Who had been through it all on a less sunny day.

They got a vacation and a nice raise in pay.
And real job protection against the sad day
When they laid someone off. They said it should be
The last who came in, and we think you'll agree.

To you folks in Heinz there's a moral to this tale:
Get in a real union that's ne'er been known to fail
If you want a union contract and a lot more dough,
The way to get it is join UCAPAWA—C.I.O.

WAR PRODUCTION

CRIMINAL "ECONOMY"

Senator Byrd of Virginia, speaking for a majority of a joint Congressional economy committee has proposed a cut in civilian expenditures which now help to some small extent the most struggling members of UCAPAWA, especially migratory workers and sharecroppers.

President Henderson has labelled this "an effort by reactionary interests, headed by apple-orchard-owner Byrd of Virginia, to take advantake of the very real national emergency to do away with agencies they have always fought and to shift the burden of war on to the neediest and most down-trodden people in our country."

Both the FSA which operates camps for migratory workers and the Surplus Marketing Administration which has etsablished the food-stamp plan on a small scale would get the axe.

Many UCAPAWA members live in FSA camps and homes.

UCAPAWA is now campaigning for the extension of the food stamp plan to our cotton picking brothers in the South who desperately need more food.

The morale of our Nation depends on at least a minimum of health for all our people.

UCAPAWA and CIO members will fight tooth and nail to prevent Senator Byrd and his ilk from putting over such a dangerous plan of false economy.

LOYAL AMERICANS

The war throws a bright light on Americanism.

For some years the CIO has taken a beating in the newspapers and from pronouncements of influential people who have labelled it as "subversive" and "un-American."

Through all this the CIO has known that it truly represents the American people. Now this is becoming increasingly clear to many who perhaps had been inclined to believe the slanders against the CIO.

For example, the public now sees who is working most effectively to speed the Battle of Production. The CIO has resolved not to strike and is urging plans for all-out-production, while many sections of industry, in contrast, are still on a slow-down.

It is that much maligned Brother, Harry Bridges, who is begging his industry to speed the loading and unloading of ships, while it is the waterfront employers who are refusing to cooperate.

Those who fight the CIO most bitterly are the very ones who are demonstrating that even in the midst of a national emergency they cannot forget their own profit and privileges.

In the face of such facts it cannot be doubted but what the CIO works for the good of the common people of America, who, after all, ARE America.

CIO members are proud to be a part of organized labor and especially a part of that organization which fights hardest for our country.

UCAPAWA NEWS

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FACING OUR PROBLEMS

By

DONALD HENDERSON, *General President*

America is endangered by Big Industry and its dollar-a-year representatives in the government in Washington who find it to their private advantage to hold back production.

Assistant Attorney-General Thurman Arnold has reported to Congress that "there is not an organized basic industry in the United States which has not been restricting production by some device or other.

"Looking back over 10 months of defense effort we can now see how much it has been hampered by the attitude of powerful private groups dominating basic industries who have feared to expand production because expansion would endanger their future control of industry."

Production now is a life and death matter, as Roosevelt has made clear to the Nation. When Big Business actually hampers production it is acting treasonably toward America.

None of the well-worn phrases about the "danger of socialization" or the "right of business to operate without interference" which are being again peddled by Corporation officials to justify themselves, can hide the fact that what we need is production.

Figures on the amount of war goods rolling out of factories are what the American people and the boys on the battle fronts want to hear.

Roosevelt's call for production of 125,000 airplanes next year summarizes our great problem today. Production of instruments of war is what will save us from all the horrors and misery of fascist conquest.

Labor, fully understanding our bitter job, has the courage to attack Big Business when it hampers our Nation's life.

Labor's answer to the strangle-hold of Big Business on production is clear-cut and simple: Give us representation.

For a solid year the CIO has called for industry councils so that production will be guided by labor as well as by the few men who, when left alone, sacrifice the public need for production, to their private desire to keep prices and profits high.

Labor's plans for speeding production and the CIO demand for representative Councils have been slapped down or ignored by the auto and copper industries, to quote only two examples.

The CIO's urgent request that labor be included in government councils with CIO President Murray as a Cabinet member, has been greeted with loud silence.

But labor's answer is the right one, as has been proven time and again in democratic countries. We are not quitting in our campaign to get production planned in the public interest.

Industry not only fails to plan effectively for full production, but it also pursues other policies which hold back the Nation's productive effort.

Discrimination against foreign born and Negro people is a case in point. No willing and able workers must be kept out of our national life. Industrialists and landlords who practice discrimination are sabotaging America by hampering production.

No matter what it takes, the American people must and will achieve full production for victory over Fascism.

LABOR UNITES FOR DEFENSE. Mayor's Joint Labor Defense Committee which called conference of 1,000 Chicago Locals. (l. to r.) William McFetridge (AFL); Al Glenn (CIO); Mayor E. J. Kelly; Victor Olander (AFL); and Fullerton Fulton, CIO Regional Director.

FBI Failed to Catch Hawaian Fifth Column

Washington.—(FP)—Solution to the problem of where FBI director J. Edgar Hoover was when the lights went out at Pearl Harbor Dec. 7 is eagerly expected here from the board of inquiry studying the events of that day.

Hoover is on the hot spot as a result of Secretary of the Navy Frank Knox's declaration, following a personal investigation, that the attack on Pearl Harbor was "the most successful fifth column work that's come out of this war, except in Norway."

WHY DID HOOVER FAIL?

The board of inquiry, under the chairmanship of supreme court justice Owen Roberts, is expected to look into the failure of the FBI to catch up with the fifth columnists as well as the failure of the armed forces to anticipate the attack.

To Hoover, the President on Sept. 6, 1939, entrusted the job of investigating sabotage, espionage and related matters and Hoover has used this declaration of the President's to wheedle additional funds for the FBI out of congress.

FBI HAD AMPLE FUNDS

Special offices were established for the FBI in Honolulu and on Jan. 5, 1940, Hoover told a house appropriations subcommittee that the rent of the Honolulu office was $2,176.80 a year.

On Feb. 21, 1941, he appeared before the same committee, reported that the FBI's division in Honolulu was an "important point" and that rent for quarters there would amount to $4,622.96 a year.

For the two fiscal years from July 1, 1940, to June 30, 1942, the FBI has been given approximately $35,000,000 by congress. The FBI during the two war years of 1917 to 1918 had about $4,000,000.

HYNES SUSPECTED

One of the possible reasons for the failure of the FBI to check fifth column work in Hawaii was seen in the appointment by the FBI of the notorious Capt. William F. Hynes of the Los Angeles police as liaison agent between the Los Angeles police and the FBI for national defense work.

Hynes, revealed by the senate civil liberties committee as engaged in wholesale strikebreaking and the sale of the police force of Los Angeles to the bitterly anti-union Merchants and Manufacturers Assn., is also alleged to have furnished information to Italian and Japanese agents. Documents bearing on Hynes' relations with the Italians and Japanese were in the possession of the senate committee though were not made public.

AFL, CIO Groups Launch Drives to Beat Hitler

CHICAGO:

Chicago—Trade unionists packed City Hall Chambers here to launch the all-out labor defense drive in this area.

Over 1,200 leaders from some 1,000 local unions, AFL, CIO and Railway Brotherhoods, answered the call of the Joint Labor Defense Committee which has been appointed by Mayor Kelly.

TO MAKE INDUSTRY HUM

After stirring speeches from labor leaders the meeting adopted a resolution promising to forget jurisdictional rights and to forego strikes for the duration of the war.

Local union leaders also pledged themselves to see that each local membership plays its full part in increasing production, in buying bonds and in working on Civilian Defense.

WON'T LET 'EM DOWN

As the result of the program adopted the brothers fighting and dying in the Army will find labor working hard and unselfishly to back them up at home.

UCAPAWA people seen at the meeting include Harold J. Lane, Intl. Secy-Treas.; John Sopocy and Frank Morgan, Intl. Reps.; John Schmies, Local 194 Business Agent; John Kilroy, President of Local 1; George Baker and John Duffy, Local 194 members from Chase and Sanborn; and Merwin Abrams and Connie Anderson, Publicity Director, from the International office.

EVANSVILLE:

Evansville, Indiana,— Labor here has set up a United Labor Defense Council to see that Evansville pulls her share of the load in winning the battle of production, and for final victory over fascism.

About 20 local unions, AFL, CIO and Typographical, which is unaffiliated, are represented on the council, with Guy Vaughn of the International Brotherhood of Electrical Workers, AFL, as president.

SCHENK BLAMES C. OF C.

At the organizational meeting held in the courthouse, LaVerne Schenk, UCAPAWA Representative, pointed out the danger to the nation when communities such as this one are dominated by the Chamber of Commerce and by-manufacturers.

Schenk declared that many local manufacturers have failed to bid on defense contracts and that "it is about time for such manufacturers to decide whether or not they are going to put the flag ahead of profits."

Part of the Labor Defense Council program is to investigate thoroughly to what extent local manufacturers are cooperating with the government.

La Fenrich girls, members of Local 67, are assisting in passing out leaflets for the first mass meeting called by the council.

SOMETHING'S GONE AMISS
—Dowling in the Omaha World

UCAPAWA LOCALS WIRE ROOSEVELT

Chicago—News of Locals who immediately telegraphed full support to President Roosevelt when war was declared is still coming into the UCAPAWA office here.

Besides the 18 Locals reported in the last UCAPAWA NEWS, the following Locals are also known to have sent word to Roosevelt, and received a cordial letter of appreciation from the White House:

No. 67, La Fenrich Cigar Workers, Evansville, Ind.

No. 69, Cigar Makers Union, Lima, O.

No. 70, Cigar Makers Union, Lima, O.

No. 71, Cigar Makers Union, Van Wert, O.

No. 72, Cigar Makers Union, Findlay, O.

No. 73, Cigar Makers Union, St. Marys, O.

No. 78, Fresh Fruit and Vegetable Shed Workers, Yuma, Arizona.

No. 79, Cannery and other Food Workers, Bay City, Mich.

No. 110, United Cereal Workers, Cedar Rapids, Iowa.

No. 256, Field Workers, Fruitland, Idaho.

No. 345, Cotton Field Workers, Wilson, Ark., which sent a letter signed by every member of the Local.

Check Your Facts

1. About how many members of organized labor are there in the United States?
2. What is the difference between conciliation, mediation and arbitration?
3. Who decides the amount of membership dues in UCAPAWA?
4. Who is Christopher Clarich?
5. Can trade unionists go out on strike in the United States?

(Answers on Page 6)

Navy Praises Pearl Harbor Workers; Ran to Jobs, Shook Fists at Planes

Washington, Dec. 30—(FP)—Workers' heroism under fire at Pearl Harbor was officially acknowledged here by the Navy Department in a special report.

Not only did civilian employees at the Navy Yard and other establishments stay on the job during the attack, the report said, but they also rushed repairs under fire and helped put guns in position to fight the enemy.

RUSH WORK DURING RAID

One crew of workers, the Navy said, were engaged in unloading anti-aircraft guns from a flat car alongside a ship that had been overhauled. They stuck to the job during the raid and finished it, normally a matter of hours, while the raid was in progress.

WORK UNDER FIRE

"Japanese planes," according to another officer, "were strafing and bombing Hickam Field. I noticed a large crowd of yard employees going through the gate. One of the attacking planes, off from the rest, was shot down in flames in the yard area—in full view of all these people. Their cheers could be heard above the drone of motors and machine gun fire."

"During the second attack," the officer said, about 11 o'clock the streets in the Navy Yard were thick with incoming yard workmen, all hurrying to their jobs.

"Instead of running to cover, they ran to their jobs. Lots of them were shaking their fists in the air."

LITTLE LUTHER

"Father," said Little Luther, "what do you think Congress will do about it?"

"Do about what?"

"The walkout of more than 300,000 men from the automobile factories?"

"What are you talking about? There is no strike in the automobile industry."

"This is worse than a strike, father. A strike wouldn't last more than a week or ten days. But these men are being laid off for weeks and months, costing the war program 12,000,000 man-hours for every week of idleness. It is the greatest single blow to production since we began to reaarm."

"Oh, you are talking about priorities. Well, Luther, I don't see anything much for Congress to do. Eventually most of these men will find work in war industries."

"I should think Congress would want to pass a law providing 10-year prison terms for those responsible for this stoppage."

"That would be absurd. No individual is responsible. It's just a question of making a necessary adjustment in our production system."

"Father, haven't I heard you say that no obstacle is too great for America's industrial leaders to overcome?"

"Well, er, words to that effect."

"And haven't America's industrial leaders been running the show in Washington for a year now?"

"They have done the best they could."

"I'm glad you give them credit for trying, father. But it looks to me as if they have wasted 10 times as many man-hours as all the defense strikes put together."

—*By John Paine.*

FOR DOPE ON Pay-Rool Allotment Plan, write to the Treasury Department.

Under such a plan the company provides accounts for regular saving out of each pay check.

Each person signs up voluntarily for the amount he or she wants to put into stamps each week.

As soon as an entire Bond is paid for, the Company turns it over to the owner.

Through such a plan unions can most easily and effectively push to the hilt the labor program of supporting Uncle Sam with dollars and cents for Victory over Fascism.

For further information use this cut-out.

Free—No Obligation

Treasury Department,
Labor Section,
709 Twelfth St.,
Washington, D. C.

Please send me the free kit of material being used by unions that have installed the Voluntary Defense Savings Pay-Roll Allotment Plan.

Name .....

.....

Address .....

.....

Union .....

TOBACCO

Webster Wages Increased

Detroit, Mich., Jan. 3—Wage increases have been negotiated at Webster-Eisenlohr to be retroactive back to Nov. 10, 1941 and effective until May 1, 1942, when the present contract expires.

General increase was 7 percent with base rates raised from 33 to 40 cents per hour.

Total amount of the wage increase is $22,000.

Bob Clark, International Representative, assisted Local 281 in the negotiations.

"It was a hard struggle to get this raise, due to our contract expiring May 7, 1942," reported Press Agent Eleanor Borski.

"But with Brother Bob Clark and our committee negotiating, the company finally accepted these terms until the contract expires."

20,000 LEAFLETS TO UNORGANIZED

Some 20,000 leaflets explaining the good job UCAPAWA Tobacco Division did in connection with getting a minimum wage recommendation for the cigar industry are being distributed in the Philadelphia area.

The Tobacco Workers Organizing Committee of UCAPAWA reports that there are 17,000 tobacco workers yet to be organized in this area.

Featured on the leaflet is a picture of John Tiss, International Representative handing President Donald Henderson a union-made cigar.

Lima Shows Banner War Support Record

By Ruth Carl, Press Agent.

Lima.—Local 69, Diesel-Wemmer-Gilbert South Side plant, contributed 100 per cent to Red Cross, besides giving $25 from the Local treasury.

Every single member is also buying a defense bond.

Further, every member is ready to answer the call to do defense work.

One of our good stewards, Clarence Bible has already been called to the Standard Oil Refining Co.

We are very proud of our membership.

All For Defense!

UNION AND BUSINESS SHAKE HANDS ON DEFENSE

Lima, Ohio

Mrs. Elizabeth Tarbutton, President
Local 69, Cigar Makers Union
Diesel-Wemmer-Gilbert Corporation
Lima, Ohio.

Dear Mrs. Tarbutton:

Thank you very much for your courtesy in calling at our office to offer the complete support of your organization in the Civilian Defense Program.

I have forwarded this information to Mr. George Quatman, General Chairman of the Lima Civilian Defense Council, and you may be assured that as soon as a job can be found for you and your members, you will be notified.

Cordially,

THE ASSOCIATION OF COMMERCE

James V. Skaates,
Secretary.

Polumbo Workers Win back Jobs; Fight for Union

By Armando Ramirez, International Vice-President.

New York City—Some 31 workers who had been discharged because they refused to join a company union, went back to work after five weeks when the Polumbo Cigar Co. management finally broke down and called them back without setting company union membership as a condition of employment.

A closed shop contract had been signed with the company union at the time our Local 647 had a case of refusing to bargain collectively pending before the Labor Board.

Because these workers refused very heroically to join the company union and were discharged for their action, this is an outstanding example of devotion and true love for UCAPAWA.

After five weeks the company was forced to change its mind about forcing trade unionists to join a company union.

This victory has given the rest of the workers in the Italian Cigar Industry courage and enthusiasm to build a strong Local 647.

BLOW THOSE SMOKE RINGS

Cigar consumption is increasing at a fast rate, according to Internal Revenue Department records.

Cigar sales to wholesalers in November, 1941, showed an increase of over seven percent over the same month in 1940. This was the biggest gain in the past five months.

FENRICH GIRLS BUILD LOCAL

By Louella Gilmore, Pres.

Evansville, Ind.—Following the return to work of our people after Jan. 5 in the La Fenrich cigar plant, we started an all-out membership drive so that our newly organized Local 67 will quickly become the bargaining agency in the plant.

Our union program is built around the defense effort. Our new union members do all in their power to aid the defense program.

Our representative is on the Board of Directors of the Evansville Defense Council.

My Union Card

By a Bayuk Worker who wrote this for the CIO Tobacco News, bulletin issued by UCAPAWA in Philadelphia as part of the Bayuk Organizing Drive.

I carry a union card because it carries me into the hearts and thoughts and sympathetic understanding of millions of other average human beings with problems like my own. My card guarantees me a living wage, decent working conditions and time to enjoy my home and family. It entitles me to the benefits of knowledge and experience by my fellow craftsmen. It gives me social contact I enjoy. It creates within me confidence, good fellowship and strong sense of security and well-being.

It promotes the brotherhood of man through honest work, fair bargaining, "live and let live" and a just reward for all.

It advances patriotism, elevates standards of thought and living, permits me time for cultural pursuits and spiritual thinking.

It stands for self-support and mutual advancement, which means unending progress.

It puts experience and mutual assistance behind the weaker links in the chain of life and keeps the pace a steady one for all.

It makes understandable and unforgettable the brotherhood of man. There can be no forgotten men in such a universal brotherhood.

I carry a card because I believe that, if the Carpenter of Nazareth were here today, He, too, would carry one, thus helping to make practical, through trade unionism the ideas He laid down for all mankind 2,000 years ago.

Those are the reasons why I am a labor unionist and carry a CIO union card.

TO CIO BROTHERS AND SISTERS

This is to my dear sisters and brothers of the CIO in our fights,
Both the heaven union and the union of local 350,
Because I want to live with my heaven Father when my life work is done on earth,
For my eyes are fading away,
And I want to be an angel some sweet day,
By and by, where there is no more sickness, no more sorrow,
But joy all the time in my Father's house.
Yes, still to his footstool in prayer I may go,
And ask for a share in His love.
And if I thus earnestly seek Him below,
I shall hear Him and see Him above.
I like for all to know there is room for all who know that sin is forgiven.

By Ella B. Betts, Vice-President of Local 350, Richmond, Va. Sister Betts who spoke at the CIO Convention two years ago for help in building the union is one of the staunchest members of Local 350. At 64 years of age, Sister Betts still works in the shop and carries her full load in the union.

Am. Tobacco Co. Profit Grab Stalled by Govt.

Washington.—The government has had to take action to prevent the powerful American Tobacco Co. from starting an upward spiral of cigarette prices. Such increases appeared to be wholly unjustified, especially considering the boom-time profits the company is making.

Late in December the American Tobacco Co. refused to withdraw its increase in the wholesale price of Lucky Strike cigarettes and as a result the Office of Price Administration has established a ceiling over all manufacturers' cigarette prices at levels that will cancel the advance, according to Leon Henderson, Administrator.

WOULDN'T COOPERATE

Mr. Henderson's announcement followed a three-hour meeting with senior officers of the tobacco concern at which OPA officials requested that the advance of 57 cents per thousand be held up until OPA had had time to complete a thorough and impartial study of the factors behind the price rise.

This request was rejected.

WOULD GOUGE PUBLIC

In view of the highly favorable profits position of the company and the substantial price advance involved, OPA officials stated that an advance could be justified only on the bsis of far more thorough study.

Mr. Henderson said that the primary purpose of the schedule of maximum prices is to prevent an increase in the price of cigarettes to the public.

"The OPA request was reasonable," Mr. Henderson stated.

"The corporation merely was asked to withhold the advance until proper studies could be made. It refused.

BIG PROFITS, SALARIES

"Preliminary evidence indicates that the earnings of the American Tobacco Company before taxes are near record levels and the company, partly as a result of the stimulating effect of defense expenditures, is enjoying a boom-time volume of sales," according to Henderson.

Profits, net after taxes and all other charges, of American Tobacco in 1940 were $28,311,783.

G. W. Hill, President, one of the company officials who refused to cooperate voluntarily with the government, received a salary of $456, 415 in 1940.

Salary and profit figures for 1941 are not yet available.

DANCE IN DETROIT

Detroit.—Webster Cigar girls are holding their first dance Feb. 7 at Dom Ludowy.

Everybody is invited, with good music and a good time promised for all.

Admission is 40c.

MORE STAMPS EACH WEEK

First week—$16 worth of Defense Stamps bought.

Second week—$185.

Third week—$197.

This is the record to date of the Webster Cigar girls, Local 281, Detroit.

"We believe that the more stamps we buy, the sooner we will destroy the Axis powers," said Press Agent Eleanor Borski.

"Will it be Bonds Today or Bombs Tomorrow?"

ANSWERS TO "CHECK YOUR FACTS"

FOR QUESTIONS SEE PAGE 5

1. There are about 11,000,000 members of organized labor in the United States. Some 5,000,000 are CIO members, 5,000,000 are AFL members, and 1,000,000 are members of the Railway Brotherhoods.

2. Conciliation, mediation and arbitration are all ways which are used to settle disputes between labor and management.

A conciliator works informally with both sides, suggesting ways for coming to an acceptable agreement. The proposals of the conciliator may or may not be accepted.

A mediator or mediation board hears both sides of the question and hands down a decision which may or may not be accepted.

An arbitrator or board of arbitration on the other hand, after hearings makes a decision which must be accepted.

While accteptance of conciliation and mediation proposals is voluntary, in some situations moral or public pressure is so strong that the parties feel obliged to accept the proposals or decisions, as the case may be.

3. Dues in UCAPAWA are decided by the Convention and made part of the UCAPAWA Constitution. All locals in good standing may send delegates to the Convention.

The present constitution says the "Local unions shall charge all employed workers a minimum monthly dues of $1.00, excepting only Agricultural workers; Agricultural workers shall pay an annual dues of $5.00 a year, or a semi-annual dues totaling $5.00 a year." Unemployed dues were set by the Convention at 25c per month, as a minimum.

4. Christopher Clarich, president of the Shrimp Peelers Union, Local 154, in Aransas, Texas, was sentenced to 20 years on a trumped up charge of murder during the strike of 250 shrimp peelers in September, 1938.

The jury was composed of large ranchers and landlords, one of whom testified afterwards that they did not consider the guilt or innocence of Clarich but instead discussed the "evils" of the CIO.

Clarich's wife and four small children are without means of support.

The last UCAPAWA convention voted that each local should try to pledge a regular monthly contribution to Mrs. Clarich.

Sixteen locals plus the International Office staff are now sending money.

5. Trade unions have pledged not to strike while the country is at war. This agreement was made voluntarily in Washington at the end of December. Provision was also made for a board to settle labor disputes.

This does not mean that labor has given up its right to strike; nor does it mean that better conditions cannot be won during the war.

It does mean that labor knows that to strike now would endanger the cause closest to its heart and well-being, the saving of democracy. Labor, therefore, has decided not to strike.

CORRECTION

In Check Your Facts, last issue, some of the biggest CIO unions were named. The United Mine Workers of America, one of the biggest unions in the world, should, of course, have been part of this list.

Building the Local

Local union problems will be discussed in this column. A number of requests for suggestions from the International about getting locals into well-oiled working order have been received.

This column should serve such a purpose. Clipped out and pasted into a book, it will be useful for new and old officers and for membership classes discussing Trade Unionism.

Suggestions for this column will be gladly received by UCAPAWA NEWS.

Subject of this first column is:

UNDERSTANDING THE CONTRACT

The contract is the basis of the union's day to day functioning in the plant.

It is the charter of liberties of trade unionists, a democratic document thrashed out during negotiations to win for the membership the best working conditions possible under the given circumstances.

From discussions during the period of negotiations, many members will have become familiar with much of the contract.

But once negotiated, shop stewards must learn to know the contract backwards and forwards, as well as becoming acquainted with interpretations that are made of the various clauses from time to time.

Contract Negotiations and Duties of Shop Stewards will be discussed later.

Above all, the membership must know their contract.

MEMBERS CAN AID STEWARDS

Shop stewards, no matter how good they may be on their job of representing the membership in the plant, are seriously handicapped if the members themselves are not pretty well acquainted with the contract provisions.

Many misunderstandings arise in the plant because a member does not know exactly what the contract provides, and then maybe blames his or her steward for not winning the exact demands he makes.

Also members who do not thoroughly know the contract may by mistake allow the foremen to break the rules.

Members who know what is what help the shop stewards by bringing up grievances accurately and according to contract provisions.

Many local unions supply each member with a copy of the contract as soon as it is signed. This is good, but perhaps not quite good enough, since some provisions are in complicated language and not too easy to understand.

LEAFLET ON CONTRACT HELPS MEMBERS

The best is for the local to prepare an attractive mimeographed summary of the contract for distribution to the membership, so that everybody will get the main points clearly in mind.

Local 3 in Los Angeles, does this.

They have a small green four-page mimeographed leaflet called "What You Should Know About the Union Contract at Cal-San."

Because we believe a number of local unions will want to follow the example of Local 3 and put out such a leaflet about their contract, we print the leaflet in full:

THE CONTRACT AT CAL-SAN EXPLAINED

Q. What are the general wage rates at the California Sanitary Canning Company?

A. Minimum wages by the hour are, as follows:

Women, general cannery	47½c
Women, Spinach, hot belt	50c
Men, general cannery	52½c
Warehouse, general	57½c
Warehouse, steady crew	60½c

For rates covering classified workers consult your union steward or read copy of contract on bulletin boards.

Q. When is overtime paid?

A. Time and one half is paid to all warehouse workers after 40 hours. General cannery men are to be paid time and one half rates after 45 hours (during spinach).

Women workers receive time and one quarter (1¼) anytime after eight hours of work during the twenty-eight exemption weeks. After said weeks all workers in the cannery are entitled to receive payment of time and one half for work after eight hours.

Q. What about Sundays and holidays?

A. Time and one half is paid to all workers on Sundays and the following holidays, if they work: New Years' Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day.

Q. How is hiring done or new jobs filled at Cal-San?

A. First, from the plant senority lists. Then, if no workers are available from these lists, from the general union membership. If the union has no members available for work, then from whatever source.

Q. Are the workers at the cannery required to become union members?

A. The contract reads:

> "It is agreed that all employees working under the jurisdiction claimed by the union shall become and remain members in good standing in the union. Any member expelled from the union shall be discharged."

Q. Is there a probationary period for new workers?

A. New workers are on probation for two weeks.

Q. How are the seniority lists made up?

A. The seniority lists are made from and include the 1936 payrolls. Your seniority standing is rated according to the unbroken seasons and the weeks you have worked at the plant.

Q. Can a worker stay away from the job and keep his or her seniority?

A. No. If a worker fails to show up at work for more than three days at one time without having a reasonable excuse to do so, he or she may be dropped to the bottom of the seniority list or discharged by the Company.

Q. What should be done if one has to stay away from work on account of illness or for some other good reason?

A. A leave of absence must be obtained from the Union and the

(Continued on Page 8)

READY TO GO TO ALASKA

San Francisco, California.—Alaska Cannery Workers Union, Local 5, passed a motion "that this Union will go on record to go to Alaska any time the Government requires it."

5 Dairies Form New Local

Chicago — Workers in four dairies here have voted to give up their feeble independent union, to join hands with other organized dairy workers in UCAPAWA's Dairy Division.

Vote to shift affiliation to a genuine labor organization was unanimous with the exception of one vote.

When the tally was announced, the lone dissenter asked to have his vote changed, to make it unanimous.

STRONG FOR UCAPAWA

"I am sure," said John Sopocy, Intl. Rep., "that this brother will never regret his decision. Dairy workers in this area are slowly but surely learning that their future is in UCAPAWA.

"As members of a strong CIO union, these workers know that they are in the best possible position to win a good contract."

The new local was chartered as Local 2, United Dairy Workers, Drivers and United Dairy Workers and Vendors Union.

The fifth plant, Wagner Dairy, which was in on the charter ground floor, was newly organized.

Besides Brother Sopocy, Frank Morgan, Intl. Rep., did a good job helping the dairy workers launch their UCAPAWA local.

COST OF LIVING

Washington, D. C.—Latest government report shows that the cost of living rose 0.7 percent between mid-October and mid-November.

Secretary of Labor Perkins announced that "from the outbreak of the war in Europe to November 15, the average increase in living costs was 11.8 percent."

Ten Cent Increase Won at Van Camps

In the last issue of the NEWS we had a short "flash" item announcing the wage increase negotiated at Van Camps. Here is the full story from Josephine Flower, Local 64 Press Agent.

San Diego, California. — As a result of negotiations carried on between the Van Camp Sea Food Company Inc., and United Fish Cannery Workers Union, UCAPAWA, CIO, No. 64 a wage increase of ten cents an hour was obtained for all production workers. Minimum wages are now 75c per hour for women and 80c for men; the highest wages paid in the tuna-packing industry.

The negotiating committee, Sue Talamantez, Ann Salazer, Elvey Burns, John Froelich, Earl Neff, Carmen Castillo and Henry Bareno were assisted by the business agent of the Local, Dixie Tiller, International Vice-President.

Since last October negotiations had been going on with the counter-proposals from the company turned down by the membership. A special meeting had been called for the purpose of taking a strike vote but three days before the meeting our country was attacked by Japan. The negotiating committee immediately asked the company to submit the entire matter to the Department of Labor, Conciliation Division and after two or three days, they consented.

CONCILIATOR HELPS

Harry Malcom was assigned to the case and recommended that the union postpone strike action until meetings with our committee and the company could be arranged. The membership of the union voted to do this and on Dec. 16, 1941, the agreement was signed, RETROCACTIVE to October 20, 1941, and continuing until the expiration of our present agreement, July 2, 1942.

LOCAL IN VANGUARD

New officers who took the oath of office at the first January meeting are resolved to help the membership put Local 64 in the vanguard in the all-out fight to to drive Hitlerism and its allies from the face of the earth.

Sister Elvey Burns heads the Executive group as President.

Despite the fact that it is expected the Government will requisition most of the tuna clippers, members of Local 64 are looking forward to a better year in 1942.

Checks covering back pay were handed out two days before Christmas, as a result of the recent successful negotiations of a substantial wage increase. (See column .....)

Glaser Nut Signs First Pact

Los Angeles, Calif., Jan. 3—Local 3 has signed an agreement with the newly organized Glaser Nut Shelling Co.

Main gains in the past, according to International Representative Luisa Moreno, are:

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3. Unemployment compensation coverage for workers.
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By this means the CIO intends to protect organized plants from sabotage because the workers themselves are the best informed of conditions and happenings on the job. They know the workers best.

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"Letters and report forms will be sent to all locals concerned."

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2. Fill out the report form fully and carefully as soon as it comes. The form will be sent to the President of each Local, who will be responsible for seeing that the job is done.

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CEMETERY LOCAL TREATS CHILDREN

By Chris. A. Bothe, Secretary.

Milwaukee.—Local 191 sponsored a Christmas Party at which they gave Christmas bags to about 90 children of the local.

In the afternoon the members and their children were entertained by accordion music and tap and specialty dancing.

After the afternoon program supper was served and the members enjoyed dancing till late in the evening. Through generous donations made by the cemetery managements, burial vault companies and funeral directors, the party was a financial success.

TOBACCO

Webster Wages Increased

Detroit, Mich., Jan. 3—Wage increases have been negotiated at Webster-Eisenlohr to be retroactive back to Nov. 10, 1941 and effective until May 1, 1942, when the present contract expires.

General increase was 7 percent with base rates raised from 33 to 40 cents per hour.

Total amount of the wage increase is $22,000.

Bob Clark, International Representative, assisted Local 281 in the negotiations.

"It was a hard struggle to get this raise, due to our contract expiring May 7, 1942," reported Press Agent Eleanor Borski.

"But with Brother Bob Clark and our committee negotiating, the company finally accepted these terms until the contract expires."

20,000 LEAFLETS TO UNORGANIZED

Some 20,000 leaflets explaining the good job UCAPAWA Tobacco Division did in connection with getting a minimum wage recommendation for the cigar industry are being distributed in the Philadelphia area.

The Tobacco Workers Organizing Committee of UCAPAWA reports that there are 17,000 tobacco workers yet to be organized in this area.

Featured on the leaflet is a picture of John Tice, International Representative handing President Donald Henderson a union-made cigar.

Lima Shows Banner War Support Record

By Ruth Curl, Press Agent.

Lima.—Local 69, Diesel-Wemmer-Gilbert South Side plant, contributed 100 per cent to Red Cross, besides giving $25 from the Local treasury.

Every single member is also buying a defense bond.

Further, every member is ready to answer the call to do defense work.

One of our good stewards, Clarence Bible has already been called to the Standard Oil Refining Co.

We are very proud of our membership.

All For Defense!

UNION AND BUSINESS SHAKE HANDS ON DEFENSE

Lima, Ohio

Mrs. Elizabeth Tarbutton, President
Local 69, Cigar Makers Union
Diesel-Wemmer-Gilbert Corporation
Lima, Ohio.

Dear Mrs. Tarbutton:

Thank you very much for your courtesy in calling at our office to offer the complete support of your organization in the Civilian Defense Program.

I have forwarded this information to Mr. George Quatman, General Chairman of the Lima Civilian Defense Council, and you may be assured that as soon as a job can be found for you and your members, you will be notified.

Cordially,

THE ASSOCIATION OF COMMERCE

James V. Skaates,
Secretary.

Polumbo Workers Win back Jobs; Fight for Union

By Armando Ramirez, International Vice-President.

New York City—Some 31 workers who had been discharged because they refused to join a company union, went back to work after five weeks when the Polumbo Cigar Co. management finally broke down and called them back without setting company union membership as a condition of employment.

A closed shop contract had been signed with the company union at the time our Local 647 had a case of refusing to bargain collectively pending before the Labor Board.

Because these workers refused very heroically to join the company union and were discharged for their action, this is an outstanding example of devotion and true love for UCAPAWA.

After five weeks the company was forced to change its mind about forcing trade unionists to join a company union.

This victory has given the rest of the workers in the Italian Cigar Industry courage and enthusiasm to build a strong Local 647.

BLOW THOSE SMOKE RINGS

Cigar consumption is increasing at a fast rate, according to Internal Revenue Department records.

Cigar sales to wholesalers in November, 1941, showed an increase of over seven percent over the same month in 1940. This was the biggest gain in the past five months.

FENRICH GIRLS BUILD LOCAL

By Louella Gilmore, Pres.

Evansville, Ind.—Following the return to work of our people after Jan. 5 in the La Fenrich cigar plant, we started an all-out membership drive so that our newly organized Local 67 will quickly become the bargaining agency in the plant.

Our union program is built around the defense effort. Our new union members do all in their power to aid the defense program.

Our representative is on the Board of Directors of the Evansville Defense Council.

My Union Card

By a Bayuk Worker who wrote this for the CIO Tobacco News, bulletin issued by UCAPAWA in Philadelphia as part of the Bayuk Organizing Drive.

I carry a union card because it carries me into the hearts and thoughts and sympathetic understanding of millions of other average human beings with problems like my own. My card guarantees me a living wage, decent working conditions and time to enjoy my home and family. It entitles me to the benefits of knowledge and experience by my fellow craftsmen. It gives me social contact I enjoy. It creates within me confidence, good fellowship and strong sense of security and well-being.

It promotes the brotherhood of man through honest work, fair bargaining, "live and let live" and a just reward for all.

It advances patriotism, elevates standards of thought and living, permits me time for cultural pursuits and spiritual thinking.

It stands for self-support and mutual advancement, which means unending progress.

It puts experience and mutual assistance behind the weaker links in the chain of life and keeps the pace a steady one for all.

It makes understandable and unforgettable the brotherhood of man. There can be no forgotten men in such a universal brotherhood.

I carry a card because I believe that, if the Carpenter of Nazareth were here today, He, too, would carry one, thus helping to make practical, through trade unionism the ideas He laid down for all mankind 2,000 years ago.

These are the reasons why I am a labor unionist and carry a CIO union card.

TO CIO BROTHERS AND SISTERS

This is to my dear sisters and brothers of the CIO in our fights,
Both the heaven union and the union of local 350,
Because I want to live with my heaven Father when my life work is done on earth,
For my eyes are fading away,
And I want to be an angel some sweet day,
By and by, where there is no more sickness, no more sorrow,
But joy all the time in my Father's house.
Yes, still to his footstool in prayer I may go,
And ask for a share in His love.
And if I thus earnestly seek Him below,
I shall hear Him and see Him above.
I like for all to know there is room for all who know that sin is forgiven.

By Ella B. Betts, Vice-President of Local 350, Richmond, Va. Sister Betts who spoke at the CIO Convention two years ago for help in building the union is one of the stauncheat members of Local 350. At 64 years of age, Sister Betts still works in the shop and carries her full load in the union.

Am. Tobacco Co. Profit Grab Stalled by Govt.

Washington.—The government has had to take action to prevent the powerful American Tobacco Co. from starting an upward spiral of cigarette prices. Such increases appeared to be wholly unjustified, especially considering the boom-time profits the company is making.

Late in December the American Tobacco Co. refused to withdraw its increase in the wholesale price of Lucky Strike cigarettes and as a result the Office of Price Administration has established a ceiling over all manufacturers' cigarette prices at levels that will cancel the advance, according to Leon Henderson, Administrator.

WOULDN'T COOPERATE

Mr. Henderson's announcement followed a three-hour meeting with senior officers of the tobacco concern at which OPA officials requested that the advance of 57 cents per thousand be held up until OPA had had time to complete a thorough and impartial study of the factors behind the price rise.

This request was rejected.

WOULD GOUGE PUBLIC

In view of the highly favorable profits position of the company and the substantial price advance involved, OPA officials stated that an advance could be justified only on the bsis of far more thorough study.

Mr. Henderson said that the primary purpose of the schedule of maximum prices is to prevent an increase in the price of cigarettes to the public.

"The OPA request was reasonable," Mr. Henderson stated.

"The corporation merely was asked to withhold the advance until proper studies could be made. It refused.

BIG PROFITS, SALARIES

"Preliminary evidence indicates that the earnings of the American Tobacco Company before taxes are near record levels and the company, partly as a result of the stimulating effect of defense expenditures, is enjoying a boom-time volume of sales," according to Henderson.

Profits, net after taxes and all other charges, of American Tobacco in 1940 were $28,811,783.

G. W. Hill, President, one of the company officials who refused to cooperate voluntarily with the government, received a salary of $456, 415 in 1940.

Salary and profit figures for 1941 are not yet available.

DANCE IN DETROIT

Detroit.—Webster Cigar girls are holding their first dance Feb. 7 at Dom Ludowy.

Everybody is invited, with good music and a good time promised for all.

Admission is 40c.

MORE STAMPS EACH WEEK

First week—$18 worth of Defense Stamps bought.

Second week—$185.

Third week—$197.

This is the record to date of the Webster Cigar girls, Local 281, Detroit.

"We believe that the more stamps we buy, the sooner we will destroy the Axis powers," said Press Agent Eleanor Borski.

"Will it be Bonds Today or Bombs Tomorrow?"

ANSWERS TO "CHECK YOUR FACTS"

FOR QUESTIONS SEE PAGE 5

1. There are about 11,000,000 members of organized labor in the United States. Some 5,000,000 are CIO members, 5,000,000 are AFL members, and 1,000,000 are members of the Railway Brotherhoods.

2. Conciliation, mediation and arbitration are all ways which are used to settle disputes between labor and management.

A conciliator works informally with both sides, suggesting ways for coming to an acceptable agreement. The proposals of the conciliator may or may not be accepted.

A mediator or mediation board hears both sides of the question and hands down a decision which may or may not be accepted.

An arbitrator or board of arbitration on the other hand, after hearings makes a decision which must be accepted.

While acctentance of conciliation and mediation proposals is voluntary, in some situations moral or public pressure is so strong that the parties feel obliged to accept the proposals or decisions, as the case may be.

3. Dues in UCAPAWA are decided by the Convention and made part of the UCAPAWA Constitution. All locals in good standing may send delegates to the Convention.

The present constitution says the "Local unions shall charge all employed workers a minimum monthly dues of $1.00, excepting only Agricultural workers; Agricultural workers shall pay an annual dues of $5.00 a year, or a semi-annual dues totaling $5.00 a year." Unemployed dues were set by the Convention at 25c per month, as a minimum.

4. Christopher Clarich, president of the Shrimp Peelers Union, Local 154, in Aransas, Texas, was sentenced to 20 years on a trumped up charge of murder during the strike of 250 shrimp peelers in September, 1938.

The jury was composed of large ranchers and landlords, one of whom testified afterwards that they did not consider the guilt or innocence of Clarich but instead discussed the "evils" of the CIO.

Clarich's wife and four small children are without means of support.

The last UCAPAWA convention voted that each local should try to pledge a regular monthly contribution to Mrs. Clarich.

Sixteen locals plus the International Office staff are now sending money.

5. Trade unions have pledged not to strike while the country is at war. This agreement was made voluntarily in Washington at the end of December. Provision was also made for a board to settle labor disputes.

This does not mean that labor has given up its right to strike; nor does it mean that better conditions cannot be won during the war.

It does mean that labor knows that to strike now would endanger the cause closest to its heart and well-being, the saving of democracy. Labor, therefore, has decided not to strike.

CORRECTION

In Check Your Facts, last issue, some of the biggest CIO unions were named. The United Mine Workers of America, one of the biggest unions in the world, should, of course, have been part of this list.

Building the Local

Local union problems will be discussed in this column. A number of requests for suggestions from the International about getting locals into well-oiled working order have been received.

This column should serve such a purpose. Clipped out and pasted into a book, it will be useful for new and old officers and for membership classes discussing Trade Unionism.

Suggestions for this column will be gladly received by UCAPAWA NEWS.

Subject of this first column is:

UNDERSTANDING THE CONTRACT

The contract is the basis of the union's day to day functioning in the plant.

It is the charter of liberties of trade unionists, a democratic document thrashed out during negotiations to win for the membership the best working conditions possible under the given circumstances.

From discussions during the period of negotiations, many members will have become familiar with much of the contract.

But once negotiated, shop stewards must learn to know the contract backwards and forwards, as well as becoming acquainted with interpretations that are made of the various clauses from time to time.

Contract Negotiations and Duties of Shop Stewards will be discussed later.

Above all, the membership must know their contract.

MEMBERS CAN AID STEWARDS

Shop stewards, no matter how good they may be on their job of representing the membership in the plant, are seriously handicapped if the members themselves are not pretty well acquainted with the contract provisions.

Many misunderstandings arise in the plant because a member does not know exactly what the contract provides, and then maybe blames his or her steward for not winning the exact demands he makes.

Also members who do not thoroughly know the contract may by mistake allow the foremen to break the rules.

Members who know what is what help the shop stewards by bringing up grievances accurately and according to contract provisions.

Many local unions supply each member with a copy of the contract as soon as it is signed. This is good, but perhaps not quite good enough, since some provisions are in complicated language and not too easy to understand.

LEAFLET ON CONTRACT HELPS MEMBERS

The best is for the local to prepare an attractive mimeographed summary of the contract for distribution to the membership, so that everybody will get the main points clearly in mind.

Local 3 in Los Angeles, does this.

They have a small green four-page mimeographed leaflet called "What You Should Know About the Union Contract at Cal-San."

Because we believe a number of local unions will want to follow the example of Local 3 and put out such a leaflet about their contract, we print the leaflet in full:

THE CONTRACT AT CAL-SAN EXPLAINED

Q. What are the general wage rates at the California Sanitary Canning Company?

A. Minimum wages by the hour are, as follows:

Women, general cannery	47½c
Women, Spinach, hot belt	50c
Men, general cannery	52½c
Warehouse, general	57½c
Warehouse, steady crew	60½c

For rates covering classified workers consult your union steward or read copy of contract on bulletin boards.

Q. When is overtime paid?

A. Time and one half is paid to all warehouse workers after 40 hours. General cannery men are to be paid time and one half rates after 45 hours (during spinach).

Women workers receive time and one quarter (1¼) anytime after eight hours of work during the twenty-eight exemption weeks. After said weeks all workers in the cannery are entitled to receive payment of time and one half for work after eight hours.

Q. What about Sundays and holidays?

A. Time and one half is paid to all workers on Sundays and the following holidays, if they work: New Years' Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day.

Q. How is hiring done or new jobs filled at Cal-San?

A. First, from the plant senority lists. Then, if no workers are available from these lists, from the general union membership. If the union has no members available for work, then from whatever source.

Q. Are the workers at the cannery required to become union members?

A. The contract reads:

> "It is agreed that all employees working under the jurisdiction claimed by the union shall become and remain members in good standing in the union. Any member expelled from the union shall be discharged."

Q. Is there a probationary period for new workers?

A. New workers are on probation for two weeks.

Q. How are the seniority lists made up?

A. The seniority lists are made from and include the 1936 payrolls. Your seniority standing is rated according to the unbroken seasons and the weeks you have worked at the plant.

Q. Can a worker stay away from the job and keep his or her seniority?

A. No. If a worker fails to show up at work for more than three days at one time without having a reasonable excuse to do so, he or she may be dropped to the bottom of the seniority list or discharged by the Company.

Q. What should be done if one has to stay away from work on account of illness or for some other good reason?

A. A leave of absence must be obtained from the Union and the

(Continued on Page 8)

READY TO GO TO ALASKA

San Francisco, California —Alaskan Cannery Workers Union, Local 5, passed a motion "that this Union will go on record to go to Alaska any time the Government requires it."

5 Dairies Form New Local

Chicago — Workers in four dairies here have voted to give up their feeble independent union, to join hands with other organized dairy workers in UCAPAWA's Dairy Division.

Vote to shift affiliation to a genuine labor organization was unanimous with the exception of one vote.

When the tally was announced, the lone dissenter asked to have his vote changed, to make it unanimous.

STRONG FOR UCAPAWA

"I am sure," said John Sopocy, Intl. Rep., "that this brother will never regret his decision. Dairy workers in this area are slowly but surely learning that their future is in UCAPAWA.

"As members of a strong CIO union, these workers know that they are in the best possible position to win a good contract."

The new local was chartered as Local 2, United Dairy Workers, Drivers and United Dairy Workers and Vendors Union.

The fifth plant, Wagner Dairy, which was in on the charter ground floor, was newly organized.

Besides Brother Sopocy, Frank Morgan, Intl. Rep., did a good job helping the dairy workers launch their UCAPAWA local.

COST OF LIVING

Washington, D. C.—Latest government report shows that the cost of living rose 0.7 percent between mid-October and mid-November.

Secretary of Labor Perkins announced that "from the outbreak of the war in Europe to November 15, the average increase in living costs was 11.8 percent."

Ten Cent Increase Won at Van Camps

In the last issue of the NEWS we had a short "flash" item announcing the wage increase negotiated at Van Camps. Here is the full story from Josephine Flower, Local 64 Press Agent.

San Diego, California; — As a result of negotiations carried on between the Van Camp Sea Food Company Inc., and United Fish Cannery Workers Union, UCAPAWA, CIO, No. 64 a wage increase of ten cents an hour was obtained for all production workers. Minimum wages are now 75c per hour for women and 80c for men; the highest wages paid in the tuna-packing industry.

The negotiating committee, Sue Talamantez, Ann Salazer, Elvey Burns, John Froelich, Earl Neff, Carmen Castillo and Henry Bareno were assisted by the business agent of the Local, Dixie Tiller, International Vice-President.

Since last October negotiations had been going on with the counter-proposals from the company turned down by the membership. A special meeting had been called for the purpose of taking a strike vote but three days before the meeting our country was attacked by Japan. The negotiating committee immediately asked the company to submit the entire matter to the Department of Labor, Conciliation Division and after two or three days, they consented.

CONCILIATOR HELPS

Harry Malcom was assigned to the case and recommended that the union postpone strike action until meetings with our committee and the company could be arranged. The membership of the union voted to do this and on Dec. 16, 1941, the agreement was signed, RETROCACTIVE to October 20, 1941, and continuing until the expiration of our present agreement, July 2, 1942.

LOCAL IN VANGUARD

New officers who took the oath of office at the first January meeting are resolved to help the membership put Local 64 in the vanguard in the all-out fight to to drive Hitlerism and its allies from the face of the earth.

Sister Elvey Burns heads the Executive group as President.

Despite the fact that it is expected the Government will requisition most of the tuna clippers, members of Local 64 are looking forward to a better year in 1942.

Checks covering back pay were handed out two days before Christmas, as a result of the recent successful negotiations of a substantial wage increase. (See column .....)

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FSA Photo

THREATENED BY CUTS in the federal budget, this mother and sick child are being helped by a government nurse in an FSA camp in Tulare County, California. Members of UCAPAWA Local 307 live in this camp.

Murray: Hungry Men Cannot Win the War

(Continued from page 1)

principles wherever possible. This the unions of the CIO have already been doing through special plans for increasing production in their particular industries.

In such ways we offer our brains as well as our energies for the purpose of outproducing the Axis and giving all possible aid to our gallant allies.

ORGANIZING IMPORTANT

The CIO also recognizes that one of the most important contributions it can make to victory is to continue and increase its organizing efforts, to secure fairer wages, better working conditions, greater security and all else that is necessay for the highest morale of our country's working population.

....Underpaid, ill-fed, ill-clothed and ill-housed workers cannot do their full share in our national effort. Nor can exploitation, union-busting and other oppressive practices fail to result in lowered morale and reduced production.

DEFEND DEMOCRACY

The most enthusiastic and voluntary efforts of a free people defending their democratic institutions are necessary to achieve victory. So the CIO in the coming year will continue to defend our democratic rights against repressive anti-labor legislation and all other infringements of our civil liberties.

The CIO expects in 1942 to intensify its efforts to organize the unorganized, to achieve and to maintain union security, and to defend the American living standards against profiteering employers, against inflationary price increases and against everthing else that threatens to lower morale and hamper labor from making the all-important contribution it is so eager to make to our common cause.

WIN BETTER WORLD

At the beginning of this most critical year in world history, our nation and the peoples fighting to win or retain their freedom can count on American labor, and particularly on its best organized and most progressive elements, the membership of the Congress of Industrial Organizations, to do everything within its power to win victory for freedom and democracy and to build a better post-war world.

British Borrow Cotton Picker's Song

Austin, Texas.—(UP).—The British Broadcasting Corp. has asked permission of the University of Texas to use "De Hitler Blues," folklore recording of a ballad popular in the Texas Brazos River bottoms.

Supposedly composed by a cotton-picking colored man who calls himself The Grey Ghost, the ballad was recorded by the University's Extension Division last summer.

One stanza was prophetic:

He says his airfleet is so powerful,
Ain't no man can hold de ground,
But I tell you when de good ole U. S. come in
There won't be any Hitlerism nowheres 'round."

Survey Shows Farm Families in Poor Health

Washington.—Only four out of every hundred low-income farm people are in first-rate physical condition, the U. S. Department of Agriculture has announced, on the basis of a health survey just completed.

Ninety-six out of every 100 people examined had serious physical defects.

"These findings throw an entirely different light on the traditional picture that all farm people are husky," said Dr. R. C. Williams, Senior Surgeon of the U. S. Public Health Service and Chief Medical Officer for the Farm Security Administration.

"The survey shows that years of poor diet and low income take their toll in rural health . . . Many of the physical defects of these people could have been prevented or remedied," according to Dr. Williams.

FLASH!

Akron, Ohio.—Local 120, Quaker Oats, with well over a majority signed up in the Local, is petitioning for an NLRB election.

At a large and enthusiastic meeting recently the Local voted to buy two $100 Defense Bonds.

Dope on Auxiliaries

Address of the Congress of Women's Auxiliaries of the CIO is 1407 L St., Washington, D.C.

Mrs. Julia Katz is National Director.

This group of CIO wives is doing an excellent job in supporting and helping to build the unions. They are playing a sturdy part in National Defense.

Reports are issued which give good guidance to local groups.

For further information, write Sister Katz.

And don't forget to report to UCAPAWA NEWS activities which the wives in many locals are engaged in.

Stewards Boost Plan To Buy Bonds

(Continued from page 1)

portunity to buy defense bonds regularly and easily."

Description of the plan with proper forms for authorizing the company to deduct a regular amount from each pay were handed to the wirkers in the plant soon after the war was declared.

Each worker decides for himself how much he wants to set aside each week toward buying a defense bond.

LOCAL COOPERATES

J. M. Hoerle, Assistant Production Manager, states that "in order to further stimulate the sale of these bonds a committee has been appointed from the Stewards' Council of Local 80. This committee is cooperating in the publicity effort and is aiding in the solicitation of workers."

Locals which want further information about the workings of this plan should write:

Anthony Valentino, Pres.
Local 80, UCAPAWA
201 Federal St.
Camden, N. J.

Union Buys War Ship

Washington.—(FP).—Members of the United Automobile Aircraft and Agricultural Implement Workers (CIO) have pledged themselves to buy a battleship to replace the one sunk by the Japanese at Pearl Harbor Dec. 7, Sec. of the Treasury Henry Morgenthau announced.

Understanding the Contract

Leaflet on Cal-Son Agreement

(Continued from Page 7)

Company and the reason and time the person will be away clearly stated. (For further information see your steward.)

Q. Are draftees excluded from the seniority lists when they leave the plant?

A. Draftees retain their seniority standing.

Q. Is there a union steward in every plant department?

A. Yes, there is. These stewards are instructed and authorized to observe that all rules and regulations regarding wages, hours, seniority, working conditions and plant rules are lived up by the Company and the workers in their respective departments.

Q. What should a worker do when he or she has a grievance or complaint?

A. Report such grievance or complaint to his or her steward at lunch time or recess. In case of a serious grievance that must be adjusted right away, the worker should advise his or her immediate superior and request the immediate assistance of the steward in his or her department.

If the steward is unable to adjust the difficulty he or she should report the matter to the union grievance committee. The worker may do likewise if he or she is not satisfied with the efforts made by his steward.

The union grievance committee takes up grievances and complaints directly with the management. (Spokesman for the committee is the plant chief steward.)

Q. Does the contract permit discharges without sufficient reason and previous warning?

A. No; except for dishonesty, inefficiency and willful neglect. For other reasons the worker must be given at least one official warning through the steward, three days before he or she can be fired.

Q. What is done in the case of slow workers?

A. If a worker who has been employed more than two weeks slows down, he or she is warned before any discharge can take place. This warning must be given officially through through the steward.

Q. What can be done if the worker is fired without justified reason?

A. The matter becomes a grievance immediately, it should be investigated thoroughly by the steward, and taken up with the management through the grievance machinery. Back pay is due for lost time.

Q. In the case that a grievance cannot be adjusted by the grievance committee what else can be done?

A. The dispute is handled by arbitration. Two representatives are chosen by the employer and two by the union—if they are unable to reach a decision, a third member, mutually agreed upon is chosen to act as impartial chairman.

Q. Are strikes, lockouts, stoppages or slowdowns permissable under the contract?

A. Except for the willful violation of the agreement no such actions are permitted.

Q. Are foremen, supervisors or office employes supposed to do any routine production work?

A. No. Except in the case of emergencies and for one hour only in such cases.

Q. Do women workers enjoy rest periods?

A. Yes. Where there are no seating facilities they must be given ten minutes rest every two hours. If they have seats rest periods are only ten minutes in the morning and ten in the afternoon.

Q. Do workers receive any pay if called for work and none is available and for stand-by time?

A. Warehouse workers receive a minimum of two hours pay if reporting or starting work. Other workers are paid two hours if starting work before that time. Stand-by time is paid at the rate of one half unless a recess is called immediately for not less than three hours.

Q. Do all these answers cover the contract completely?

A. No. They only cover the main day to day problems. Your steward will be glad to answer any other points that might arise in your mind concerning the contract and the union.

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On the back page of the Local 8 leaflet this is printed:

DO YOU JUST BELONG?

Are you an active member in body, mind and soul,
Or are you just contented with your name upon the roll?
Do you attend the meetings and mingle with the flock,
Or, friend, do you stay at home and criticize and knock?
Say, do you take an active part to help the work along,
Or are you satisfied to be the kind that just belong?
Do you serve on committees, or leave the work to
George, then talk about the clique and knock?
Don't be just a member, but take an active part.

THINK IT OVER, MEMBERS, YOU KNOW RIGHT FROM WRONG. BE AN ACTIVE MEMBER, INSTEAD OF "JUST BELONG."

EXPLAIN STEWARD'S JOB

The only comment we have to make on this excellent Local 8 leaflet is that the idea that "your steward will be glad to answer any other points that might arise in your mind concerning the contract and the union" might be played up more prominently.

This is a very important point. Members should be encouraged to discuss all perplexing points about the union and the labor movement with the steward.

Stewards represent the Union in the shop. As leaders, they must give the membership help with all sorts of problems.

A good steward if he or she cannot answer all the points brought up, does not rest until he gets the answers.

This important role of stewards might well be emphasized in the contract summary given to the members so that every member will get the idea that the steward is his representative and leader in the shop.